LASSETERS INTERNATIONAL HOLDINGS LIMITED

(Incorporated in the Republic of Singapore)
(Company Registration Number: 200402223M)

SUSTAINABILITY REPORT 2019

This Sustainability Report has been reviewed by the Company's sponsor, Stamford Corporate Services Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "SGX-ST") and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document. The contact person for the Sponsor is Mr Bernard Lui. Telephone: (65) 6389 3000 Email: bernard.lui@morganlewis.com

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1.0 BOARD STATEMENT

The Board of Directors (the "Board") hereby presents the second Sustainability Report of Lasseters International Holdings Limited ("Lasseters" or the "Company" and its group of companies collectively known as the "Group") for the financial year ended 30 June 2019.

This report is prepared in compliance with the requirements of Singapore Exchange Securities Trading Limited Listing Rules 711A and 711B, and references the Global Reporting Initiative (**"GRI"**) Standards (2016) – Core option. This report highlights the key environmental, social and governance (**"ESG"**) related initiatives carried throughout a 12-month period, from 1 July 2018 to 30 June 2019.

It covers the operational area that is most material to the Group. The performance data encompasses our core hospitality businesses at Lasseters Hotel Casino, Alice Springs, Northern Territory, Australia and The Golden Door Health Retreat & Spa Elysia, Hunter Valley, New South Wales, Australia. The content of this report will focus on the sustainability performance, activities and initiatives that are under our direct control, and exclude joint ventures which are not directly under our control.

Sustainability is a part of the Group's wider strategy to create long-term value for all its stakeholders. The Group has been involved in reviewing the key material ESG factors identified in 2018. These ESG factors were determined via a materiality assessment to identify where to concentrate our sustainability efforts in high impact areas which support our business strategy. The Board continues to oversee the management and monitoring of these factors and takes them into consideration when determining the Group's strategic direction and policies.

The data and information provided in this report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy of data and information. Our data is reported in good faith and to the best of our knowledge, and we will continue to improve our data collection processes. We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results. Please send your comments and suggestions to the Company's website, www.lasseters-intl.com

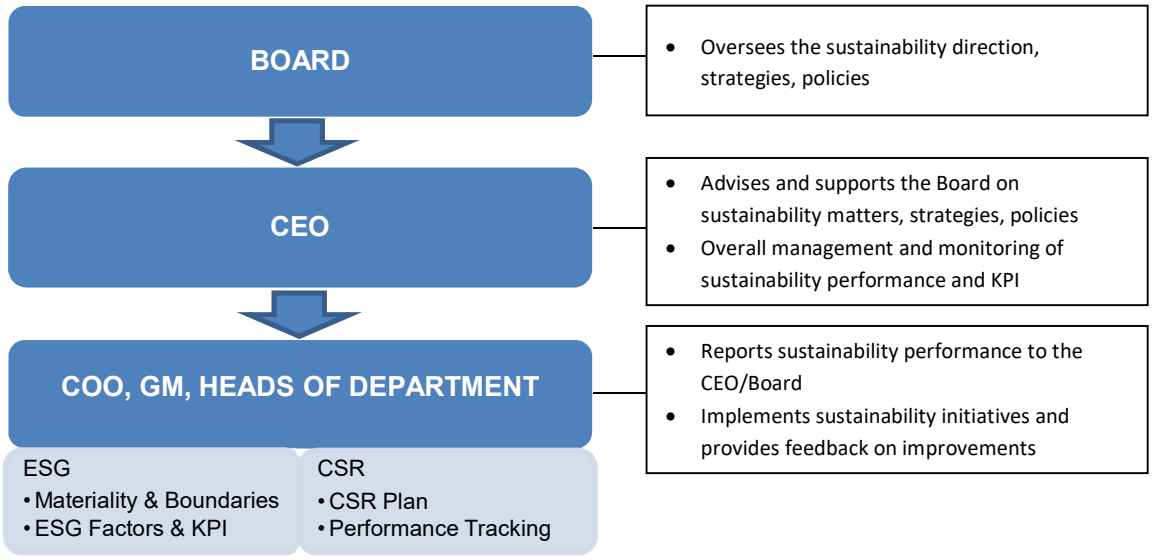
28 November 2019

2.0 ORGANISATIONAL PROFILE

The Group's business model generates revenue by offering a wide range of leisure and entertainment experiences through its hotel, casino, food & beverage offerings, convention centre, health club, spa and wellness as well as property development.

Governance

The Board oversees corporate governance and operational matters relating to our business. For corporate sustainability, the Board is supported by key management headed by the Chief Executive Officer (**"CEO"**) and includes the Chief Operating Officer (**"COO"**), the General Manager (**"GM"**), and designated senior personnel and/or heads of department. The CEO provides leadership and approval over corporate sustainability matters such as Corporate Social Responsibility (**"CSR"**) plans, community investment and environmental initiatives. Supported by the CEO, the COO/GM and Heads of department within the business functions engage with key stakeholders to identify and manage the ESG Factors as well as execute the CSR plan. They provide back-to back assurance over the quality of information for sustainability reporting.



Ethics and Compliance

Being a listed company on the Singapore Exchange Securities Trading Limited, we are committed to maintain high standards of corporate governance as required by the listing rules. We abide by local and international best practices. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as Action Guidelines which are communicated periodically. Communication channels are in place to enable employees and individuals engaged in business activities to report unethical behaviour. We have a designated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the management where appropriate.

The Group operates in a jurisdiction where the gaming industry is well developed, where there are stringent controls in place to ensure all gaming operators conduct their business in a well-regulated environment. Most importantly, Anti-Money Laundering and Counter Terrorism Financing guidelines are strictly adhered to. In addition, the Group is committed to conducting its casino business in line with world-class standards of excellence and integrity and in conformity with AS/NZS ISO 9001:2000, an international standard which requires strict monitoring and auditing procedures, designed to increase customer confidence and satisfaction.

3.0 OUR APPROACH TO SUSTAINABILITY

STAKEHOLDERS ENGAGEMENT

In 2018, the Group identified our key stakeholders and the material aspects that are relevant to our business. The interests and requirements of these key stakeholders are taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to, customers, suppliers, employees, and regulators. We adopt both formal and informal channels of communications to better understand the needs of key stakeholders, and incorporate these into our corporate strategies to achieve mutually beneficial relationships.



SUSTAINABILITY METHODOLOGY

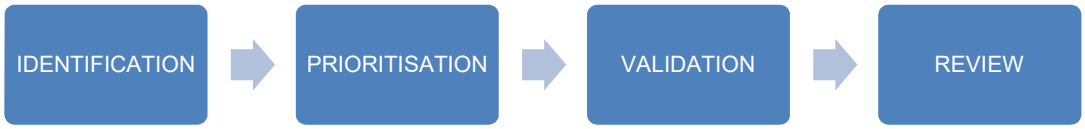
Applying the guidance from GRI Standards, we have identified the following key stakeholders and material ESG aspects:

No.	Stakeholders	Engagement Platforms	Frequency	Areas of interest
1.	Customers	Market research - customer experience survey Customer feedback channels Face-to-face meetings Loyalty program Social media	 Weekly Daily Occasionally/Daily Occasionally/Daily Occasionally/Daily	Customers experience Safety and security Responsible gambling Responsible service of alcohol Privacy Environmental sustainability
2.	Suppliers	Face-to-face meetings/emails Vendor Assessment - KPI target - Contract renewal	Occasionally/Monthly Monthly/Quarterly Annually	Sustainable supply chain Ethics and business conduct
3.	Employees	Staff appraisal Staff bonding sessions - birthday/festive celebrations - cluster gatherings - annual dinner Staff training and occupational safety courses Whistle blowing procedures	Annually Monthly/Occasionally Occasionally Annually Occasionally Occasionally	Occupational Health & Safety Personal development Equal opportunities Diversity Well-being, work-life balance Ethics and business conduct
4.	Regulators	Meetings	Occasionally	Governance

		Licence review Audit Open dialogue Inspections	Annually Annually Occasionally Quarterly	Responsible gambling Responsible service of alcohol Safety and security Anti-corruption Ethics and business conduct Health compliance (food and safety)
5.	Community	Donations Sponsorships Contribution to Community Benefit Levy (**"CBL"**)	Occasionally/Monthly Occasionally/Monthly Monthly	Donations & sponsorships CBL Environmental sustainability Employment opportunities
6.	Shareholders /Investors	Annual General Meeting Annual Report Announcements Analyst briefings and presentation	Annually Annually Occasionally Occasionally	Economic performance Risk management Governance Ethics and business conduct

MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant aspects, giving due consideration to both risks and opportunities to the business. These relevant aspects are then prioritised and used to identify material factors which are subject to validation. The end result of this process is a list of material factors disclosed in the Sustainability Report, as the process outlines below:



The Group has conducted a materiality assessment in 2018 incorporating inputs gathered from stakeholders' engagements, without external consulting. In order to determine if an aspect is material, we assess its potential impact on the economy, environment and society and its influence on the stakeholders. This year, the management reviewed the ESG factors selected. As there were no major changes in our business operations in 2019 and no significant changes to the external environment or regulatory framework affecting the industry, the management have assessed that these ESG factors remain the most material for the Group. The management will continue this review on a yearly basis.

The following are our material factors:



4.0 ECONOMIC

ECONOMIC PERFORMANCE

Lasseters firmly believes that focusing on financial sustainability is critical. The Group's basic principle is to attain long-term profitability and enhance shareholders' value by taking into account the interests of stakeholders, namely customers, employees, shareholders, suppliers and the society as a whole.

For detailed financial results, please refer to our Annual Report 2019 Financial Highlights, Review of Operations and Financial Statements sections.

PROCUREMENT PRACTICES

Lasseters's purchasing policy decrees that where possible we will support local suppliers ie within Alice Springs and/or the Northern Territory; and within the Hunter Valley and/or New South Wales respectively. However due to our remote location and inaccessibility to procure certain items especially in Alice Springs, we are obligated to look beyond the local area for particular articles. In 2019, approximately 52% of our purchases were sourced locally meeting our target of at least 50%. For 2020, we've drop our target to at least 45% supplies to be sourced locally mainly due to a particular main supplier closing their warehouse in Alice Springs.

ANTI-CORRUPTION

Lasseters does not tolerate any form of corruption. This has been made clear to all of our employees, our suppliers and our business partners. While employees may be given tokens or gifts with nominal value, they can only receive them if these tokens or gifts were not given with any intent or prospect to influence his/her business decision(s). We also have in place a whistle-blowing policy that supports our anti-corruption commitment by enabling employees to, in confidence, raise concerns internally and disclose any impropriety through accessible and discrete channels. For detailed disclosure on our whistle-blowing policy, please refer to our Annual Report 2019 Corporate Governance section.

There were no incidents of corruption reported in 2019, and we will continue to ensure that there will be no incidents of corruption within the Group for the forthcoming year.

5.0 ENVIRONMENTAL

ENERGY

Lasseters is fully aware of its responsibility for nurturing the environment and lessening negative environmental consequences at our property and the environment in which we operate in. We monitor our electricity consumption at our work places to ensure that we use our resources economically, meaningfully and responsibly. Our energy consumption is approximately 8.6 million kWh yearly.

Initiatives that have been implemented include: undertaking an energy audit, the implementation of suitable recommendations for reducing power usage, and finally an installation of Voltage Power Optimisation units that resulted in a 15% reduction in energy consumption.

Since our partnership with InterContinental Hotel Group (**"IHG"**) in Year 2016, Crowne Plaza Alice Springs Lasseters (**"CPASL"**) has participated in the IHG Green Engage programme and achieved Level 1 accreditation in November 2017 i.e. completed 10 best practice solutions that provide immediate energy and costs savings. This includes actions such as tracking consumption data, setting up a property green team and installing energy efficient lighting in guest rooms. In 2018, CPASL began initiatives for Level 2 of the IHG Green Engage programme and have since taken steps to implement solutions such as sustainable purchasing and ingraining sustainability. We have met our target of completing more than 50% of the requirements of Level 2 in 2019 and target to complete more than 75% in the forthcoming year.

ENVIRONMENTAL COMPLIANCE

Lasseters is committed to abiding by all applicable laws and regulations. Our properties are subject to environmental laws and regulations, including the NT Environment Protection Authority Act 2012, Waste Management and Pollution Control Act 1998, Waste Management and Pollution Control (Administration) Regulations, Environmental Protection and Biodiversity Conservation Act 1999, Protection of the Environment Operations Act 1997, Public Health Act 2010 and Public Health Regulation 2012.

There was no incidence of non-compliance with laws and regulations resulting in significant fines or sanctions in 2019, and we aim to maintain this track record for the forthcoming year.

SUPPLIER ENVIRONMENTAL ASSESSMENT

Lasseters performs regular vendor evaluation on existing suppliers to assess the timeliness of delivery, quality of products and services, competitiveness of prices, terms and conditions, credit ratings, reputation of suppliers, after sales support etc. All our vendors are required to undergo a screening process that deems them satisfactory in their respective criteria. We have adopted the best practice recommendations contained in an environmental impact study done in 2018. Both our cleaning goods/chemical and laundry suppliers were selected based on their sustainability statements, as well as other criteria.

CPASL's participation in Level 2 of the IHG Green Engage programme encompasses the adoption of IHG's Sustainable Purchasing Policy. This involves training of employees, identifying purchasing policy and procurement criteria, assessment of suppliers and sourcing new suppliers to achieve sustainable procurement. As stated in Section 5.0 of this report under the sub-section titled "Energy", we have met our target of completing more than 50% of the requirements of Level 2 in 2019 and target to complete more than 75% in the forthcoming year.

6.0 SOCIAL

Every employee plays an essential role in our Group. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve their corporate goals based on open and honest communications whilst showing care and support for one another. Our employees are the drivers of our business and we believe in creating a respectful, rewarding and safe working environment for our team. We support and respect the protection of internationally proclaimed human rights. We respect human rights, support the elimination of all forms of forced and compulsory labour, especially child labour, and we do not tolerate any discrimination in regards to employment and occupation.

Lasseters provides competitive remuneration based on merit to all our employees. Where we are unable to compete on a competitive basis for certain specialist roles, we ensure that reward and recognition are given through other alternative methods – often the Vision of the business and our employees' commitment to that Vision is what binds them to our business.

Lasseters' staff are either covered under an Enterprise Bargaining Agreement (**"EBA"**), employed in accordance with an Award or individual agreements. Negotiations take place between the management and the Consultative Committee made up of staff members from different departments. The Consultative Committee was established as a representative forum to provide an ongoing mechanism for dialogue, exchange of ideas and information between the company and the employees. The consultative process is designed to encourage a culture of mutual trust and co-operation to allow the company and the employees to foster a harmonious relationship.

WORK HEALTH AND SAFETY

The health and well-being of our employees is of the highest importance and we are committed to ensuring a safe, fair and healthy working environment. It is not only a fundamental right for our employees to be able to work in a safe environment, but when our employees' wellness has been prioritised and attained, productivity increases, and in turn we are able to provide the very best services to our customers. By implementing job

safety guidelines, we are committed to provide a hazard-free workplace to ensure the wellbeing of both our employees and environment.

We engage contractors to conduct tests on fire and emergency equipment on a monthly, quarterly, six monthly and annual basis. Lasseters WH&S committee made up of members from different departments meet regularly to go over any potential issues. Regular evacuation drills are conducted as well as fire warden training and fire extinguisher training.

We ensure employees have access to comprehensive workplace induction, and safety training where relevant. We have in place strong communications, consultation and feedback practices which allow us to monitor, measure and evaluate our workplace wellbeing. Actualising health and wellbeing programs, as well as education and experience accessibility to our employees is of upmost importance to Lasseters.

There have been no work place incidents leading to employee fatality or permanent disability in 2019 and we aim to maintain the record for the forthcoming year.

TRAINING AND EDUCATION

It is in the interest of the Group that career development programs are set in place for individual employees on an on-going basis based on their individual needs and goals.

A total of approximately 6,000 professional development hours have been provided to our employees in 2019 which translate to an average of 15 - 20 hours of training per employee in our respective operations, compared with a total of approximately 7,800 professional development hours provided to our employees in 2018. The decline was mainly due to less employees participating in training. We aim to maintain the average training hours of 15 - 20 hours of training per employee for the forthcoming year. We have a strong commitment to the growth of our team both in a professional and a personal capacity, and we shall continue to provide professional development opportunities to our employees on an annual basis.

We hold a variety of professional development opportunities each year depending on the emerging needs and industry trends. Some of the opportunities in 2019 included regulatory training on Anti-Money Laundering, Counter Terrorism Financing, Responsible Gambling and Responsible Service of Alcohol, training in hospitality, tourism, emergency response, occupational health and safety, leadership and soft skills.

DIVERSITY AND EQUAL OPPORTUNITY

A diverse workforce is an asset in today's ever-changing global marketplace. We believe that the key to a strong guest experience stems from the foundation of having a strong team. We are committed to a shared vision that motivates our people to strive to always do their best work. We cultivate an inclusive culture where employees with wide-ranging backgrounds and qualities are highly motivated, engaged and connected. We do not discriminate one's race, age, gender, religion, ethnicity, disability or nationality.

Lasseters's employee gender profile in the hospitality segment was relatively well-proportioned with approximately 51% female and 49% male. We target to maintain the relatively balanced gender profile within a 10% differential between female and male employees. In the wellness segment, we have more female employees which we believe is a suitable factor considering our business model and guest profile. As of 30 June 2019, we had a workforce of 420 employees, age ranging from 16 to 74 years old.

A range of activities are held throughout the year to foster team-building such as all staff breakfast events, staff parties, staff day at the races, team building and sports events, in addition to birthdays, achievements and anniversary celebrations.

LOCAL COMMUNITY ENGAGEMENT

Lasseters embraces the philosophy of giving back to the community by encouraging proactive involvement in its CSR initiatives and environmental conservation programs. Contributing time and resources, Lasseters is

committed to aid the development and improvement of the society in which we live and work in. Please refer to the Annual Report 2019 for details of the Group's CSR.

In 2019, Lasseters made donations and sponsorships around $0.2 million both in cash and in kind to various foundations and charitable organisations. We also made contributions of over $2.9 million to the Community Benefit Fund (**"CBF"**). The CBF awards grant funding under two main streams: major and minor community grants. The major community grants provide funding support to major not-for-profit community development and improvement purposes and the minor community grants are available to support small projects to provide services and leisure activities which have the potential to improve the wellbeing and lifestyle of Territorians. Our sponsorship goes to small and major events as well as school groups, non-profit organisations, sporting groups, mental health services and disability and respite coordination groups.

Major organisations/events supported by Lasseters include the Alice Springs Masters Games, the Lasseters Classic Outback Trial, Alice Springs Golf Club, Alice Springs Table Tennis Association, Alice Springs Red CentreNATS, Alice Springs Mountain Bike Club, AFL Northern Territory, EJ Whitten Foundation, Finke Dessert Race, UN Women's charity, We Care Road Trip, Cerebral Palsy Association, The Special Olympics charity dinner, The Lung Foundation, Red Kite, Ovarian Cancer Australia, Warrah, One Sight, Beyond Blue, So They Can, Epworth Medical Foundation and The OTIS Foundation, resulting in benefits for the community through attracting interstate travelers and through increased local spending. We target to maintain our support on most of the events wherever possible.

Recent CSR steps undertaken by Lasseters in Alice Springs include fundraising events such as Charity Trivia supporting the Make a Wish Foundation, Pretty in Pink supporting the Bosom Buddies cancer support group and Wine Down Bingo supporting the Alice Springs Table Tennis Association. Lasseters also supported Australian farmers affected by drought by donating $1 for any Parma or Schnitty sold to the 'Buy the Bale Campaign'.

Our volunteer program welcomes volunteers every year, giving individuals who are currently studying or hoping to pursue a career in the health, fitness or tourism industries valuable hands-on experiences through a five-week live-in program. This program is accessed by people from the local region and Australia wide. Lasseters has partnered with food rescue organisation OzHarvest to donate our surplus and leftover foods. OzHarvest collects excess food from commercial outlets and delivers it, direct and free of charge to more than 800 charities to help the homeless and less fortunate. Lasseters also partnered with Soap Aid to reprocess discarded portions of our guest soaps into new soap bars which are then sent to local and international communities in need. Soap Aid also works hard in educating those less fortunate in the importance of washing our hands and hygiene.

7.0 GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of Lasseters are committed to the best practices in corporate governance to ensure sustainability of the Group's operations. We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby enhancing long-term value and returns for our shareholders. Please refer to the Annual Report 2019 for details of the Group's Corporate Governance.

RISK MANAGEMENT

The Board is committed to ensuring that the Group has an effective and robust enterprise risk management framework in place to safeguard shareholders' interests, and the sustainability of the Group as well as providing a basis to make informed decisions with regards to the risk exposure and risk appetite of the Group. For detailed disclosure on our risk management, please refer to our Annual Report 2019 Corporate Governance section.

BUSINESS ETHICS

All employees are reminded of the importance of upholding the highest standards when it comes to business ethics. The Group regularly updates relevant key management with development in applicable laws and regulations.

WHISTLE-BLOWING POLICY

As endorsed by the Audit Committee, the Group has set in place a whistle-blowing policy which provides for the mechanisms by which employees, may in good faith and confidence, raise concerns about dishonesty, fraudulent acts, corruption and improper conduct that may cause financial or non-financial loss to the Group, with the assurance in good faith that they will be protected from reprisals or victimization. For a detailed disclosure on our whistle-blowing policy, please refer to our Annual Report 2019 Corporate Governance section.

There were no reports of whistle-blowing received in 2019.

REGULATORY COMPLIANCE

Lasseters is fully aware of the effects money laundering can have on society and so it whole-heartedly respects its obligation to ensure the legality and security of all its financial transactions. We take all necessary precautions and measures to avoid and prevent any involvement whatsoever with such perfidy in our operations by working closely with experts and national authorities, and by adhering strictly to all relevant legislations. Lasseters' vast experience, strict financial procedures, network of security and financial experts ensure the financial integrity of all its casino operations.

Lasseters complies with the relevant laws and regulations such as the Gaming Control Act 1993 of Northern Territory (**"NT"**), the NT Code of Practice for Responsible Gambling 2007, Liquor Act 1978, Code of Practice for Responsible Service of Alcohol, Privacy Act 1988, the Anti-Money Laundering and Counter Terrorism Financing Act 2006, Workplace Health and Safety Act 2011, Fair Work Act 2009, rules issued by The Australian Transaction Reports and Analysis Centre (AUSTRAC), Swimming Pools Act 1992, Food Act 2003, Public Health Act 2010, Work Health and Safety Regulation 2017, Workers Compensation Act 1987, Workplace Injury Management and Workers Compensation Act 1998, Annual Holidays Act 1944 No 31, Employment Protection Act 1982, NSW Anti-discrimination Act 1977, Long Service Leave Act 1955, Public Holidays Act 2010, Age Discrimination Act 2004, Disability Discrimination Act 1992, Racial Discrimination Act 1975 and Sex Discrimination Act 1984, and will continue to ensure compliance in the forthcoming year.

8.0 GRI STANDARDS CONTENT INDEX

GRI Standard		Disclosure	Reference
General Standards Disclosure			
Organisation Profile	GRI 102-1	Name of the organisation	Lasseters International Holdings Limited
	GRI 102-2	Activities, brands, products, and services	This report Section 2.0
	GRI 102-3	Location of headquarters	Singapore
	GRI 102-4	Location of operations	Alice Springs, Northern Territory, Australia. Hunter Valley, New South Wales, Australia.
	GRI 102-5	Ownership and legal form	Annual Report 2019 Statistics of Shareholdings
	GRI 102-6	Markets served	Annual Report 2019 Corporate Profile
	GRI 102-7	Scale of the organisation	Annual Report 2019 Review of Operations
	GRI 102-8	Information on employees and other workers	This report Section 6.0
	GRI 102-9	Supply chain	This report Section 4.0
	GRI 102-10	Significant changes to the organisation and its supply chain	There were no significant changes to the organisation and its supply chain
	GRI 102-11	Precautionary Principle or approach	This report Section 2.0
	GRI 102-13	Membership of associations	Annual Report 2019 CSR
Strategy	GRI 102-14	Statement from senior decision-maker	This report Section 1.0
Ethics and Integrity	GRI 102-16	Values, principles, standards, and norms of behaviour	Annual Report 2019 Corporate Governance, this report Section 2.0
Governance	GRI 102-18	Governance structure	Annual Report 2019 Corporate Governance, this report Section 2.0
Stakeholder Engagement	GRI 102-40	List of stakeholder groups	This report Section 3.0
	GRI 102-41	Collective bargaining agreements	This report Section 6.0
	GRI 102-42	Identifying and selecting stakeholders	This report Section 3.0
	GRI 102-43	Approach to stakeholder engagement	This report Section 3.0
	GRI 102-44	Key topics and concerns raised	This report Section 3.0
Reporting Practice	GRI 102-45	Entities included in the consolidated financial statements	Annual Report 2019 Note 13 to the Financial Statements
	GRI 102-46	Defining report content and topic boundaries	This report Section 3.0
	GRI 102-47	List of material topics	This report Section 3.0
	GRI 102-48	Restatements of information	Not applicable
	GRI 102-49	Changes in reporting	Not applicable
	GRI 102-50	Reporting period	This report Section 1.0
	GRI 102-51	Date of most recent report	Sustainability Report 2018
	GRI 102-52	Reporting cycle	Annually
	GRI 102-53	Contact point for questions regarding the report	This report Section 1.0
	GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report Section 1.0, 3.0
	GRI 102-55	GRI content index	This report Section 8.0
	GRI 102-56	External assurance	Not sought

GRI Standard		Disclosure	Reference
Material Topics			
Economic Performance	GRI 201-1	Direct economic value generated and distributed	This report Section 4.0
Procurement Practices	GRI 204-1	Proportion of spending on local suppliers	This report Section 4.0
Anti-Corruption	GRI 205-1	Operations assessed for risks related to corruption	This report Section 4.0
	GRI 205-3	Confirmed incidents of corruption and actions taken	This report Section 4.0
Energy	GRI 302-1	Energy consumption within the organisation	This report Section 5.0
Environmental Compliance	GRI 307-1	Non-compliance with environmental laws and regulations	This report Section 5.0
Supplier Environmental Assessment	GRI 308-1	New suppliers that were screened using environmental criteria	This report Section 5.0
Occupational Health and Safety	GRI 403-1	Workers representation in formal joint management-worker health and safety committees	This report Section 6.0
Training and Education	GRI 404-1	Average hours of training per year per employee	This report Section 6.0
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	This report Section 6.0
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	This report Section 6.0
Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	This report Section 6.0
Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	This report Section 6.0